



08-09

ANNUAL REPORT

**MINISTRY OF FIRST NATIONS
AND MÉTIS RELATIONS**

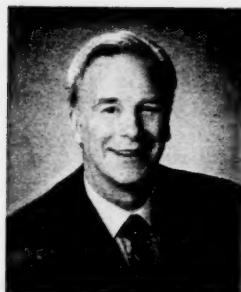
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This annual report is also available in electronic format on the Ministry's website at www.fnmr.gov.sk.ca

Letters of Transmittal

July 2009



His Honour the Honourable Dr. Gordon L. Bamhart
Lieutenant Governor of Saskatchewan

May it Please Your Honour:

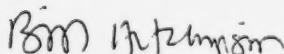
I respectfully submit the Annual Report of the Ministry of First Nations and Métis Relations for the fiscal year ending March 31, 2009.

The Government of Saskatchewan is committed to delivering and building on its promises to Saskatchewan people. One of those promises is a commitment to increased transparency and accountability.

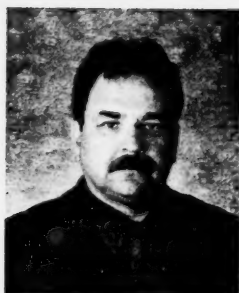
A significant number of commitments were made to Saskatchewan people in Government's first year of holding office. These include commitments made in: the election platform, the fall 2008 Speech from the Throne, the Ministers' Mandate letters, and the 2008-09 Budget Summary. The 2008-09 Annual Report demonstrates progress toward the commitments that relate to this Ministry as of March 31, 2009.

Government has defined its direction for ministries and has communicated this direction through a vision and goals released with the 2009-10 Budget. Ministries have aligned with this direction and have developed strategies and actions to help deliver on Government's plan for "Saskatchewan - Strong and Steady" in the years to come.

The initiatives pursued in 2008-09, and the results achieved, are communicated to the legislature and to the Saskatchewan people through this report. The results achieved within Government's first year provide a foundation for establishing priorities and influencing future Government activities. Therefore, the annual reports are not only an important accountability document, but they can help to inform future planning and resource allocation in the upcoming years.



The Honourable Bill Hutchinson
Minister of First Nations and Métis Relations
Minister Responsible for Northern Affairs



The Honourable Bill Hutchinson
Minister of First Nations and Métis Relations

Dear Sir:

I have the honour of submitting the Annual Report of the Ministry of First Nations and Métis Relations for the fiscal year ending March 31, 2009. As the official responsible for presenting this report to you, I want to assure you the information is accurate and reliable.



Ron Crowe
Deputy Minister of First Nations and Métis Relations

Introduction

This annual report presents the Ministry's activities and results for the fiscal year ending March 31, 2009. It reports on public commitments made, and other key accomplishments of the Ministry.

As a transition year, the 2008-09 Annual Report follows a similar format to the 2007-08 Annual Report, and also includes the Government's vision and three goals to which this Ministry is directly linked. With the release of the Ministry Plans for 2009-10, ministries will report on publicly committed strategies and actions identified in their plan within the 2009-10 Annual Report.

The 2008-09 Annual Report also sets the stage for the 2010-11 planning and budget process by providing an opportunity to assess the accomplishments, results, and lessons learned, and by identifying how to build on past successes for the benefit of Saskatchewan people.

For the purposes of this report, progress will be reported on key commitments aligned with First Nations and Métis Relations' (FNMR) organizational structure as of March 31, 2009.

Alignment with Government Direction

The Ministry's 2008-09 Annual Report aligns with the Government's vision and three goals:

Our Government's Vision

A secure and prosperous Saskatchewan, leading the country in economic and population growth, while providing a high quality of life for all.

Government's Goals:

- Sustain economic growth for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.
- Secure Saskatchewan as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.
- Keep Government's promises and fulfill the commitments of the election, operating with integrity and transparency, accountable to the people of Saskatchewan.

Together all ministries and agencies support the achievements of Government's three goals and work towards a secure and prosperous Saskatchewan.

Ministry Overview

Mandate

The Ministry strengthens relationships between First Nations and non-First Nations people in the spirit of the Treaties and ensures that First Nations and Métis peoples are consulted on provincial legislation and policies that may impact their legal rights and their interests. The Ministry works with and beside First Nations, Métis and northern peoples, colleague ministries, the federal government, local governments, and business to ensure that Saskatchewan First Nations and Métis people and northerners have opportunities to participate in and benefit from economic and social development.

Structure

The Ministry currently has four major areas:

- First Nations and Métis Affairs Division;
- Northern Affairs Division;
- Communications; and
- Finance, Accountability and Corporate Services.

FNMR's organizational chart provides more details on page 33.

To carry out these programs and services, the Ministry employed staff in permanent offices in Regina and La Ronge, as well as two field offices in Buffalo Narrows and Creighton. FNMR had budgeted for 74 staff but due to difficulty in recruiting, especially in the Northern Division, the actual Full Time Employee (FTE) count was 63.5 with a variance of 10.5.

Key Programs and Services

The Ministry's key areas of focus are related to strengthening the Government's relationships with First Nations, Métis and northern people and communities to support and increase their participation in the social and economic life of Saskatchewan.

The Ministry of FNMR fulfills its mandate in the following ways:

- Works with the Métis Nation – Saskatchewan (MNS) executive to rebuild the MNS-provincial relationship.
- Facilitates creation and maintenance of relationships with stakeholders in support of northern economic and sector development.
- Chairs the Northern Mines Monitoring Secretariat by providing oversight, co-ordination and development of Government's consultation policy, including the duty to consult, and provides funding support to First Nations and Métis groups to enable participation in Government consultations on actions that may impact their rights and interests.
- Increases employment and training opportunities through Aboriginal Employment Development (AED) partnerships involving First Nations and Métis organizations, unions and public and private sector employers.
- Administers Saskatchewan's legal obligations with respect to the distributions of casino gaming profits to the First Nations Trust, Community Development Corporations and Métis Development Fund, pursuant to legislative requirements.
- Administers Saskatchewan's legal obligations pursuant to the Treaty Land Entitlement (TLE) Settlement Agreements.
- Provides financial assistance to First Nations and Métis businesses through First Nations and Métis Economic Development Program initiatives to create involvement in growth sectors of the Province's economy.
- Provides grants to organizations, through the First Nations and Métis Community Initiative, in support of preserving, celebrating and promoting First Nations and Métis history and culture, and by building capacity for First Nations and Métis organizations.
- Provides business and development services to northern businesses, co-operatives, local and regional development entities and entrepreneurs.
- Provides Government oversight for effective consultation and accommodation policy and participation.
- Works with the Federation of Saskatchewan Indian Nations (FSIN) on areas of mutual interest under the Bilateral Protocol Agreement.

- Delivers loans and grants through the Northern Development Fund, designed to support northern businesses, entrepreneurs, industries, and regional development corporations (RDCs).
- Provides funding support to the commercial fishing industry in northern Saskatchewan through a freight subsidy and a limited price support mechanism.
- Administers Government's mineral surface lease agreements and monitors mining developments in the North.
- Plans and leads the delivery of investments under the Northern Development Agreement (NDA) on behalf of the provincial government and in partnership with the federal government and the Northern Development Board Corporation. The final year of this agreement is 2008-09.
- Conducts research, identifies, analyzes, and develops strategies, policies, and programs to encourage northern business and employment and viable northern economic regions.

Progress in 2008-2009

This report provides performance results related to the new Government's strategic priorities, the Minister's Mandate letter, the 2007 and 2008 Speeches from the Throne, the 2008-09 Budget and other key Government commitments.

Significant Achievements in 2008-09

- An historic Roundtable Conference on First Nations and Métis Consultation and Accommodation was held in Saskatoon May 12-13, 2008. More than 400 people attended representing First Nations, Métis, industry, and others. The agenda for the Roundtable was developed in co-operation with representatives of First Nations, Métis, industry and Government with the goal of presenting the rights and interests of the parties and seeking common ground. [Minister's Mandate Letter, November 2007; December 2007 Speech from the Throne; October 2008 Speech from the Throne]
- Worked with Canada and FSIN to begin implementation of *Jordan's Principle*. *Jordan's Principle* is a child first principle to resolve jurisdictional disputes within and between federal and provincial/territorial governments. It applies to all Government services available to children, youth and families. [Minister's Mandate Letter, November 2007; October 2008 Speech from the Throne]
- Developed and released the *Draft Government of Saskatchewan First Nations and Métis Consultation Policy Framework* in December 2008. It is anticipated that the new consultation policy will be finalized in 2009-10. [Minister's Mandate Letter, November 2007; December 2007 and October 2008 Speech from the Throne]
- The Ministry, along with Enterprise Saskatchewan, announced that FNMR will implement the provincial Enterprise Regions Program in the North commencing in 2009-10, thus replacing the Regional Development Corporation Program during the 2009-10 fiscal year.

- Two Treaty Land Entitlement Settlement Agreements were concluded with Canada and the George Gordon First Nation and the Pasqua First Nation in the 2008-09 fiscal year. [Minister's Mandate Letter, November 2007; 2008-09 Budget Commitment]

Progress by Core Business Area

Aboriginal Employment Development

Through the AED Branch, the Ministry helps to increase employment and training opportunities through partnerships involving First Nations and Métis organizations, unions, public and private sector employers and communities.

Results

Implement the Representative Workforce Strategy. [October 2008 Speech from the Throne]

- Assisted employer organizations in addressing possible barriers to First Nations and Métis employment and business opportunities, and in enhancing human resource policies and practices to recruit, hire, and retain First Nations and Métis people in the workplace.
- Developed AED's Representative Workforce training module for Representative Workforce Coordinators and Aboriginal Awareness training facilitators across the province.
- Continued to work with the Saskatchewan Federation of Labour to enhance organized labour's participation in a comprehensive approach to First Nations and Métis employment development.
- Completed the final report of the AED initiative's evaluation.
- Completed research for a discussion paper entitled, "Towards a New Aboriginal Labour Market Framework". This discussion paper provides an overview of challenges and trends affecting First Nations and Métis labour force engagement and outcomes in Saskatchewan.

Support the Provincial Aboriginal Representative Workforce Council (PARWC), through AED, to develop mechanisms for First Nations and Métis labour force attachment.

- Two PARWC Forums were held where partners came together to share best practices.
- A PARWC Conference is planned for June 2009.

Promote and support First Nations and Métis cultural awareness education in Saskatchewan workplaces. [Minister's Mandate Letter November 2007, December 2007 Speech from the Throne]

- Provided leadership to partner organizations such as the Saskatchewan School Boards Association, Saskatchewan Institute of Applied Science and Technology (SIASST), City of Regina, Greater Saskatoon Catholic Schools and SaskTel in developing Aboriginal awareness training programs to be delivered to each organization's respective employees throughout the province.

Measurement Results

To measure the performance of AED, the Ministry asks partners to complete and submit data on key actions for the partnership. The measurement results are a cumulative total of all partnerships. FNMR is dependent on the ability of its partners to voluntarily submit the information to the Ministry, which assembles the data. Factors affecting the timeliness of reporting are the ability of third parties to provide the data and the ability of the Ministry to collect and assemble the data. Results for 2008-09 will be provided to the Ministry by partner employers in the summer of 2009.

Number of AED partnership agreements

FNMR enters into voluntary partnership agreements with private and public sector employers on the demand side of the labour market, as well as education and training institutes, and First Nations and Métis organizations.

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008	Cumulative as of March 31, 2009
62	69	77	83	98

Source: FNMR-AED data from information provided by partner employer organizations.

- Fifteen new partnership agreements were signed in 2008-09.
- AED partnerships now have the ability to impact more than 90,000 jobs in Saskatchewan.

Number of Aboriginal people hired in AED partnership employer organizations

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008	Cumulative as of March 31, 2009
2,291	2,950	3,700	4,078	n/a

Source: FNMR-AED data from information provided by partner employer organizations.

Number of Aboriginal people hired by AED partnership employer organizations who receive work-based skills training

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008	Cumulative as of March 31, 2009
1,199	1,507	1,689	1,734	n/a

Source: FNMR-AED data from information provided by partner employer organizations.

- As of March 31, 2008, 1,734 First Nations and Métis people had received work-based skills training.

Number of people in AED partnership employer organizations who receive Aboriginal awareness training

Cumulative as of March 31, 2005	Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008	Cumulative as of March 31, 2009
12,447	20,602	27,938	32,224	n/a

Source: FNMR-AED data from information provided by partner employer organizations.

Consultation

Consultation must take place before any activity is undertaken that could adversely affect Treaty or Aboriginal rights. The Ministry co-ordinates the development of Government's consultation policy to address this legal obligation and to further the Province's desire for relationships with First Nations and Métis groups aimed at jointly addressing matters of mutual interest.

Results

Work with First Nations and Métis peoples to develop a protocol that will protect their rights and interests and ensure the Government fulfills its duty to consult and accommodate. [Minister's November 2007 Mandate Letter, December 2007 and October 2008 Speech from the Throne]

- Develop a draft consultation policy framework that allows for enhanced communication and consultation and more productive relationships between Government, First Nations and Métis people. The historic Roundtable Conference on First Nations and Métis Consultation and Accommodation was held in Saskatoon May 12-13, 2008. More than 400 people attended representing First Nations, Métis, industry, and others. The agenda for the Roundtable was developed in co-operation with representatives of First Nations, Métis, industry and Government. Common ground that emerged included:
 - ensure that Treaty and Aboriginal rights are respected during all phases of project development;
 - provide clear rules, timelines and procedures for industry, Government, First Nations and Métis to guide consultation;
 - provide First Nations and Métis with adequate capacity to participate in consultation processes;
 - carry out traditional territory mapping and land-use planning as tools to identify and consider traditional land-use activities and sacred sites;
 - ensure that First Nations and Métis benefit from the economic opportunities afforded by the province's rapidly growing economy;
 - engage First Nations and Métis in environmental stewardship; and
 - the need for a dispute resolution process.
- With input from the May 2008 Roundtable conference, the Ministry developed and released the *Draft Government of Saskatchewan First Nations and Métis Consultation Policy Framework* on December 22, 2008 for review by First Nations, Métis, industry and other interested groups. The deadline of February 28, 2009 was extended to June 1, 2009 to accommodate requests for additional time to review and respond to this complex issue. The consultation policy will be finalized in the 2009-10 fiscal year.
- Several of the interests important to all parties that were brought forward at the Roundtable are not appropriately addressed in a consultation policy. As a result, when releasing the draft consultation policy in December, an Exploratory Phase was announced to engage First Nations, Métis, industry and Government representatives to co-operatively research, analyze costs and benefits to the Province, and provide options and implications for the outstanding policy issues: sharing in the Province's economic growth; environmental stewardship; dispute resolution; traditional land and resource use; sacred site and territory mapping; consultation capacity requirements; and dispute resolution.

Measurement Results

- Until such time as a new consultation policy has been implemented, the Province will continue to meet its legal obligations to consult with First Nations and Métis based on the *Government of Saskatchewan Interim Guide for Consultation with First Nations and Métis People*, January 2008.

Consult with First Nations and Métis peoples in the development and implementation of all provincial legislation and policy that impacts or has the potential to impact their Treaty and Aboriginal rights. [Minister's Mandate Letter, November 2007]

- FNMR advised ministries across Government to assist them to plan and implement appropriate consultation processes and develop meaningful relationships with First Nations and Métis people. Examples include Environment's Fisheries Management Strategy review, Environment's regulatory review, and Municipal Affairs' review of *The Northern Municipalities Act*.
- Provided \$1.9M through the First Nations and Métis Consultation Participation Fund to assist First Nations and Métis to participate in consultations where Government activities, decisions or actions may potentially impact Treaty or Aboriginal rights. The funds supported communication, outreach and education, traditional land-use and participation costs, including information interpretation and translation related to Government consultations. [2008-09 Budget Commitment]

Work with First Nations' leadership and elders to encourage the federal government to provide funding for mapping of traditional First Nations' lands in Saskatchewan.

- A Consultation Participation Grant of \$172K was made to Cumberland House Cree Nation and Métis Local 42 to conduct a comprehensive traditional land-use and occupancy study of traditional and contemporary use including hunting, fishing, trapping, sacred and ceremonial sites, medicinal plants, kill and camp sites. The \$353K project was cost-shared with Aboriginal Human Resource Development and Indian and Northern Affairs Canada (INAC), with the potential for additional federal partners.
- The matter of traditional territory and traditional and contemporary land-use data collection and mapping is recognized by First Nations, Métis, industry and Government as foundational to effective implementation of the duty to consult. As such, the Government has committed to address this matter in more depth during the Exploratory Phase announced in December 2008.
- The Ministry continued discussions with the federal government for a collaborative approach to this initiative.

Gaming

The Ministry administers Saskatchewan's legal obligations with respect to the distributions of casino gaming profits to the First Nations Trust, Community Development Corporations (CDC) and Métis Development Fund, pursuant to the requirements of *The Saskatchewan Gaming Corporation Act*, the agreement between the Province and Métis Nation – Saskatchewan with respect to the Métis Development Fund (Clarence Campeau Development Fund), and the 2002 Gaming Framework Agreement (GFA) signed between the Province and the FSIN.

Results

Monitor and manage the Province's obligations under the First Nations Gaming Agreement with respect to the First Nations Trust and CDCs. [2008-09 Budget Commitment]

- Distributed \$51.47M to the First Nations Trust, representing 25% of the annual net profits of the two casinos operated by the Saskatchewan Gaming Corporation and 50% of the annual net profits of the five on-reserve casinos operated by the Saskatchewan Indian Gaming Authority.
- Distributed \$17.25M to five CDCs, representing 25% of the annual net profits earned by the on-reserve casinos.

Monitor and manage the Province's obligations under the *Saskatchewan Gaming Corporation Act* and the agreement between the Province and Métis Nation – Saskatchewan with respect to the Métis Development Fund (Clarence Campeau Development Fund). [2008-09 planned result]

- Distributed \$2.0M to the Clarence Campeau Development Fund (CCDF) for the delivery of the Métis Development Fund (MDF), designed to support business and community development and management skills for Métis-owned businesses and entrepreneurs.

Treaty Land Entitlements

FNMR serves as a single window into Government for land claim issues. The Ministry works with colleague ministries, Crown corporations and the federal government to ensure that all land selections and issues are handled in a timely manner in the reserve creation process. FNMR does this by co-ordinating provincial reviews of First Nations' requests to purchase Crown land and minerals as well as the provincial reviews of private lands purchased by First Nations.

Results

Co-ordinate the implementation of the Province's obligations arising from the TLE Settlement Agreements. [Minister's Mandate Letter, November 2007 and 2008-09 Budget Commitment]

- In 2008-09, the Ministry assisted with the transfer of 28,332 acres to reserve status.

Negotiate new TLE Agreements as necessary.

- Concluded two TLE Settlement Agreements with the George Gordon First Nation and Pasqua First Nation and the federal government.
- Commenced initial discussions with one additional First Nation on its TLE claim.

Co-ordinate the implementation of the Province's obligations arising from the Memorandum of Agreement on the Facilitation of the Implementation of Specific Claims Settlements.

- Facilitated reserve creation by reviewing all land selections for third-party interests and concerns.
- Held meetings to ensure provincial interests were addressed.

Co-ordinate the Province's obligations under the Amended Cost-Share Agreement. (2008-09 planned result)

- Completed the joint reconciliation and payments of the reimbursement amounts for northern communities transferred to reserve status under the Amended Cost-Sharing Agreement.

Measurement Results

These measures fulfill the terms of the 1992 Saskatchewan Treaty Land Entitlement Framework Agreement and subsequent TLE Settlement Agreements.

Number of TLE Agreements signed

Two new TLE Settlement Agreements were signed in 2008-09. TLE Settlement Agreements have now been signed with 33 First Nations.

Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008	Cumulative as of March 31, 2009
29	29	31	33

Source: FNMR-TLE tracking system, based on schedules provided by Indian and Northern Affairs Canada (INAC).

Number of acres attaining reserve status under TLE Agreements

28,332 acres were transferred to reserve status in 2008-09.

As reserves increase in size, First Nations have more opportunities to initiate economic development projects, which lead to more opportunities for increased economic viability for First Nations members.

Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008	Cumulative as of March 31, 2009
665,628	703,165	724,099	752,432

Source: FNMR-TLE tracking system, based on schedules provided by INAC.

Number of First Nations achieving shortfall acres

Two entitlement First Nations acquired their shortfall acres in 2008-09.

Under the terms of the 33 TLE Settlement Agreements, First Nations must acquire and transfer to reserve status the amount of land they should have received (shortfall acres) if all First Nations people were counted at the time of the original survey. A total of 26 First Nations have acquired their shortfall acres.

Cumulative as of March 31, 2006	Cumulative as of March 31, 2007	Cumulative as of March 31, 2008	Cumulative as of March 31, 2009
21	21	24	26

Source: FNMR-TLE tracking system, based on schedules provided by INAC.

First Nations and Métis Economic Development

The First Nations and Métis Economic Development Program provides financial assistance to support First Nations and Métis business initiatives in growth sectors of the Province's economy. Funding can be used to establish new businesses or expand existing businesses. The Program is designed to create more First Nations and Métis businesses and create jobs for First Nations and Métis people.

Results

Continue to administer the Saskatchewan First Nations and Métis Economic Development Program in 2008-09. [2008-09 Budget Commitment]

- Provided \$707,575 in grant funding to First Nations and Métis entrepreneurs and businesses operating in the key strategic growth sectors of the province: energy, mining, forestry, value-added agriculture, manufacturing, and Aboriginal-themed tourism.

Measurement Results

Number of First Nations and Métis businesses supported/expanded through partial funding from the Saskatchewan First Nations and Métis Economic Development Program

- In 2008-09, \$707,575 was disbursed out of the program in support of 42 applications.
- Out of the 42 applications, 17 business start-ups and seven business expansions were funded. The other 18 applications were from First Nations and Métis communities and organizations to support community capacity, feasibility studies, business planning and other related initiatives.
- Since inception of the program in February 2006, 445 jobs have been created and maintained as a result of the program (as of November 2008). Over the period, 188 grants, totaling \$3.776M, have been provided to First Nations and Métis businesses and communities.

First Nations Self-Government

The Province recognizes the inherent right to self-government for First Nations people. Saskatchewan is involved in negotiating a self-government agreement with the Meadow Lake First Nations (MLFN) and the Government of Canada.

Results

Negotiate an on-reserve self-government agreement with MLFN and the Government of Canada for the mutual benefit of all Saskatchewan people

- Negotiations continue to move forward.

Continue to negotiate a draft MLFN Framework Agreement respecting lands, resources and economic development based on traditional territories.

- Negotiations continued on the draft Framework Agreement respecting Lands, Resources and Economic Development.

Measurement Results

Progress on draft agreements between MLFN, the federal government and the provincial government on First Nations governance and on lands, resources and economic development

- Negotiations continued and progress was achieved on the draft bilateral and tripartite governance agreements.
- The Financial Agreement between Canada and the MLFN continued to be negotiated.
- Made progress in the negotiations with Canada and MLFN toward a Framework Agreement on Lands, Resources and Economic Development.

Relationships with First Nations and Métis Communities and Organizations

A key activity for FNMR is building and maintaining relationships with First Nations and Métis organizations, communities and leadership. These relationships ensure First Nations and Métis people have a window into Government and Government decision-makers have an avenue to discuss important issues facing the province with First Nations and Métis people and leaders.

Ensuring equitable outcomes for First Nations and Métis people requires Government to understand the issues and concerns of First Nations and Métis people. This involves support for First Nations and Métis organizations in their efforts to voice positions and concerns, and sharing of information among ministries, agencies and Crown corporations of Government.

The Ministry continues to work with the FSIN, the MNS; urban, rural and northern First Nations and Métis community-based organizations, and First Nations and Métis women's organizations to assist them with capacity to respond to Government initiatives and to articulate their concerns to Government.

Results

Provide support to provincial, regional and community-level First Nations and Métis organizations so they have the capacity to co-operate and consult with Government on policies, programs and plans that impact their interests and rights.

- Delivered the Aboriginal Urban Management Authorities Program (AUMAP). AUMAP assists First Nations and Métis community service-delivery organizations to develop their own community-based services and integrative approaches in urban areas, such as cultural programs, training and employment opportunities and youth initiatives.
- Through AUMAP, provided funding of \$25,000 each to two tribal councils and one Métis urban service delivery organization. The remaining \$52,000 was used to support a large variety of cultural events and initiatives sponsored by First Nations and Métis groups in urban areas throughout the province.
- Through the First Nations and Métis Community Initiative, provided funding of just under \$165,000 to organizations for a variety of events, projects and other initiatives aimed at preserving, celebrating and promoting First Nations and Métis histories and cultures, as well as capacity-building for First Nations and Métis organizations.

- FNMR provided funding support to provincial First Nations and Métis women's organizations to assist in projects and policy development activities.

Undertake co-operative initiatives with the federal government to address the needs of off-reserve First Nations people and Métis people.

- Established and chaired an inter-ministry committee on urban Aboriginal issues to co-ordinate implementation of the federal Urban Aboriginal Strategy (UAS) in Regina, Saskatoon and Prince Albert.
- Worked with the Indian and Northern Affairs Canada Office of the Federal Interlocutor for Métis and Non-Status Indians (INAC-OFI) to facilitate development of community-based steering committees in the three UAS communities.
- Provided provincial representation on the Regina UAS Steering Committee to facilitate co-ordination of provincial initiatives with local UAS community priorities.
- Co-ordinated and co-chaired a federal-provincial meeting on the UAS in Regina which brought together provincial ministries responsible for urban Aboriginal policy and federal INAC-OFI officials from five provinces.
- FNMR worked with INAC and the MNS to develop a Métis specific Economic Development Strategy. A steering committee consisting of officials from FNMR, INAC, CCDF, Saskatchewan Métis Economic Development Corporation (SMEDCO), and the MNS was established and preliminary work has been accomplished.

Develop a new relationship with the FSIN to establish new mechanisms for ongoing communication and consultation that will address mutual priorities to close the socio-economic gap between First Nations and non-First Nations people in Saskatchewan. [Minister's Mandate Letter]

- Worked to improve the FSIN-Saskatchewan Bilateral Protocol as the basis of the ongoing relationship between the Province and FSIN. Meetings were held with individual Chiefs, Vice-Chiefs and Ministers, and between the Provincial Cabinet and FSIN Executive.
- Continued to sit as an active observer at the Office of the Treaty Commissioner table, with Canada and FSIN.

- Provide information and material on Government policies, programs and services to First Nations and Métis people.

- Continually provided information on Government policies, programs and services to First Nations and Métis people through established relationships with First Nations and Métis women's and urban organizations; the First Nations and Métis Community Initiative; the economic development program; the AED initiative; Consultation and TLE processes.

Continue to communicate Government policies, mandates and programs in interactions and negotiations with First Nations and Métis groups.

- Communicated information on provincial policy and mandates to First Nations and Métis organizations, including the consultation process, FSIN Bilateral Protocol, the MNS bilateral relationship, TLE and MLFN self-government negotiations.

Establish a directory of Aboriginal Awareness Training in response to a recommendation of the Justice Commission on First Nations and Métis Peoples and Justice Reform and after consultation with the community.

- Continued to develop the *Directory of Aboriginal Awareness Trainers*.

Inter-Ministerial Support and Direction

Just as First Nations, Métis and northern people utilize all Government services, all Government ministries must be part of the response to issues. FNMR provides the leadership for those responses by both maintaining provincial-level relationships with organizations and promoting the development of direct relationships between ministries and First Nations, Métis and northern organizations on specific issues.

Results

Develop First Nations, Métis and northern policy and processes in co-operation with Executive Council and other Government ministries and Crown corporations as required.

- Advanced First Nations and Métis policy issues through inter-ministerial committees and executive steering committees, such as:
 - Re-invigorating the Province's relationship with the FSIN;
 - Strengthening the Province's relationship with the MNS;
 - TLE Settlement Agreement negotiations;
 - Working with Canada and FSIN to implement *Jordan's Principle*; and
 - Self-government negotiations with Canada and MLFN.
- Advanced northern policy initiatives through work with other partners to:
 - Identify ways to strengthen northern youths' proficiencies in maths and sciences;
 - Strengthen the northern commercial fishing industry, and its expansion of processing and marketing opportunities; and
 - Streamline the process and reduce the timelines for the approval of surface lease agreements for northern mining operations.

Provide advice and input into the development of other ministries' policy initiatives that impact First Nations, Métis and northerners.

- Contributed to numerous ministries' policy papers and inter-ministerial committees related to health, education, social services, justice, children, rural economy, and human rights to ensure a First Nations, Métis and northern perspective is appropriately reflected in Government policy development.

Co-ordinate and support provincial ministries' First Nations, Métis and northern capacity development efforts.

- Participated on both inter-ministerial and external committees related to initiatives and issues affecting First Nations, Métis and northerners.
- Encouraged relationship-building between ministries and First Nations and Métis organizations by explaining various organizational processes and Aboriginal cultural protocols as well as facilitating and participating in meetings.

Work with the federal, provincial and territorial governments through intergovernmental processes.

- Through working groups and other means, provinces, territories and the federal government discussed common issues affecting First Nations, Métis and northerners. Areas of focus in 2008-09 resulted in three workshops wherein common issues and collaborative processes were explored. A workshop addressing policy and litigation took place in June 2008, a Data Collection and Management Workshop took place in November 2008 and a Consultation and Accommodation Workshop was held in February 2009.
- Federal, Provincial and Territorial Ministers Responsible for Northern Development, including Saskatchewan's First Nations and Métis Relations Minister, met in Yellowknife in August 2008 to discuss the future of tourism in Canada's North.

Northern Economic Programs and Policy

Provides business and employment development services throughout northern Saskatchewan, and assesses policy decisions of the Government of Saskatchewan and their impact on the development of northern Saskatchewan. It also administers financial support programs, including the Northern Development Fund (NDF) for northern fishers, trappers, businesses, entrepreneurs and RDCs.

Regional and Program Services

Provides business and development services to businesses, co-operatives, local and regional development entities and entrepreneurs. These services include assisting clients to identify and evaluate business opportunities and develop business plans, and advising clients on management and related organizational development matters.

Results

Provide business and management consulting advice to potential NDF clients to support their business initiatives and to help them acquire financing. [2008-09 Budget Commitment]

- Provided business and management consulting advice to clients seeking financing from the NDF loan and grant program, or other sources.
- Assisted northern clients with business plans, board training, strategic planning, and marketing initiatives.
- Delivered workshops to various northern organizations such as enterprise workshops; the Ready to Work Program; tendering a workshop for a potential abandoned uranium mine clean-up project; Regional Strategic Planning Forum; youth workshops; and, board training.

Create, maintain, and make available an inventory of relevant financial programs and instruments that are available to northern business and employment development interests.

- Updated the *Economic Development Programs Directory*, listing economic development programs delivered by the provincial and federal governments and other agencies, as well as forums and training in the North. The directory is available online at: <http://www.fnmr.gov.sk.ca/northern>

Update, maintain, and make available a Northern Business Registry

- Updated the Northern Business Directory. One of the directory's purposes is to establish business relationships between goods and services buyers and northern companies, enabling northern companies to grow and produce more employment opportunities for northerners. The directory is available on Keewatin Career Development Corporation's website <http://career.kcdc.ca/bus/title.php>.

Northern Development Agreement

The Ministry led the delivery of investments under the Northern Development Agreement (NDA) on behalf of the provincial government, in partnership with the federal government and the Northern Development Board Corporation. The Province and the federal government (through Western Diversification) committed \$10M each over five years in support of capacity building and the development of economic infrastructure in the Northern Administrative District (NAD).

Results

Work with the federal government, the Northern Development Board, and colleague ministries to negotiate a new tripartite funding agreement.

- Held discussions with other ministries, the federal government, and the Northern Development Board relating to interest and opportunities for advancing northern economic development through existing and new agreements and programs.
- As the NDA expired in 2008-09, it was agreed by the Province and the federal government that future projects would be reviewed on a case-by-case basis and support would be provided where warranted.

Northern Development Fund

The Northern Development Fund (NDF) promotes business development and associated employment growth in the North through: commercial loans; loans to primary producers (fishing, trapping, and wild-rice harvesting); grants for marketing, research, business training and youth entrepreneurship; and basic operating funding for RDCs.

Results

Provide financial assistance in the form of NDF loans and grants to northern businesses, individuals, First Nations bands, and primary producers (fishing, trapping, wild rice) to stimulate business and employment development in the NAD. [2008-09 Budget Commitment]

- Approved one commercial loan for \$250,000, and 54 primary production loans for a total of \$268,958.
- Approved 28 NDF grants totaling \$205,181 (representing \$107,098 for marketing, promotion and research; \$5,700 for youth entrepreneurship; and \$92,383 for business skill and organizational development projects), and disbursed \$159,872.
- Provided \$168,400 to three RDCs.

Provide proactive “after-care service” to NDF loan clients to increase the long-term success of NDF-funded business ventures.

- Provided after-care services to loan clients, including contacting clients on a regular basis, providing financial advice, assisting with problem resolution, and visiting clients in communities.

Northern Commercial Fish Transportation Subsidy

The Northern Commercial Fish Transportation Subsidy supports the commercial fishing industry in northern Saskatchewan through a freight subsidy and a price support mechanism. The freight subsidy helps equalize transportation costs for fishers from different regions throughout the North. The price support mechanism partially compensates for reduced market prices or increased operating costs and applies to one species – mullet (suckers).

- In 2008-09, the Ministry disbursed \$253,991, which includes a \$15,000 administration fee, to the federal Freshwater Fish Marketing Corporation in Winnipeg.

Economic Policy and Program Support

Conducts research, identifies, analyzes, and develops strategies, policies, and programs to encourage northern business and employment, and the creation of viable northern economic regions. Also advances perspectives and interests within Government decision-making processes.

Measurement Results

Work with our partners to implement the Primrose Lake Community Economic Development Fund, and continue to support the establishment of the Primrose Lake Economic Development Corporation

- Assisted the Primrose Lake Economic Development Corporation with its activities and reports required to meet its accountability requirements for its 2008-09 operating year.
- Through an ex-officio director function, provided advice to the Board of Directors regarding accountability requirements, governance, bylaw amendments, financial management, and the Elders Economic Initiative.
- Provided financial assistance for hiring an interim Executive Director and undertaking board governance training.

Complete the NDF loan program review and implement regulatory, policy, and operational changes to better meet clients' needs and circumstances, thus improving client service

- Analyzed the NDF loan program, within the context of three other northern developmental lenders' commercial loan activities, for the past five years. The results indicate a substantial decline in demand since 2006 for commercial loans.
- Recommended changes to the commercial loans component of the program for the 2009-10 fiscal year.

Complete the Regional Development Corporation program evaluation, and implement regulatory, policy and operational changes to enhance local capacity to support business and employment development

- The Board of Enterprise Saskatchewan (ES) passed a motion on June 19, 2008, to extend the Enterprise Regions program developed for southern Saskatchewan to northern Saskatchewan.
- Evaluated the most effective means to structure new Enterprise Regions in the North, given existing federal Community Futures Corporations and provincial RDCs, and the strategic direction that the new Enterprise Regions are expected to embrace.
- The Ministry, along with ES, will be implementing the provincial Enterprise Regions Program in the North commencing in 2009-10, thus replacing the Regional Development Corporation Program during the 2009-10 fiscal year.

Complete, maintain, and make available a compendium of northern community and regional profiles

- Completed community profiles for all northern Saskatchewan communities.
- Updated profiles for the northern regions (Athabasca, Central, East, and West).

Other Northern Outcomes

- Government ministries (led by the Ministries of Justice and FNMR – Northern Affairs Division, and the Northern Human Services Partnership) worked with community leaders to develop and implement specific initiatives and community-based plans in Sandy Bay.
- Northern Affairs Division participated on the Northern Development Ministers' forum Senior Officials' Working Group, and on various sub-committees.

Measurement Results

The number of business start-ups and expansions, and the number of people employed by businesses increased from the last reporting period. However, fewer people are employed by businesses compared to ten years ago when significant uranium mining developments (two new mines and one mill) were being undertaken. The 2008 numbers were unavailable in time for publication.

Number of business start-ups in the NAD

Calendar Year	Number of Start ups
2004	56
2005	85
2006	67
2007	73

Source: Saskatchewan Justice, Corporations Branch

Number of business expansions in the NAD

Calendar Year	Number of Expansions
2006	5
2007	12

Source: Saskatchewan Justice, Corporations Branch

Number of people employed by businesses in the NAD

Calendar Year	Number of People Employed by Business
1991	2,460
1996	3,300
2001	3,045
2006*	3,095

Sources: Census in Northern Saskatchewan Regional Training Needs Assessment Report; *Statistics Canada, 2006 Census of Canada, Publication 97-559-XCB2006024

The increase in business start-ups and expansions and the number of people employed by businesses may be attributed to northern Saskatchewan's strong economy, and the demand for the region's natural resources.

The Northern Affairs Division contributes to such results by providing financing, business advice, and after-care services, and by working with partners to help maximize spin-off benefits for northern businesses.

Northern Resource and Industry Development

Administers Government's mineral surface lease agreements; monitors mining developments in the North; and, provides input on Government policy initiatives addressing northern resource development. It also facilitates the creation and maintenance of relationships with/among varying stakeholders/groups in support of general economic development and specific sector initiatives. Relationship-building work is undertaken through branch leadership roles in such forums as: the Northern Mines Monitoring Secretariat (NMMS); Northern Labour Market Committee (NLMC); Saskatchewan Co-operative Fisheries Ltd. (SCFL); and Northern Saskatchewan Tourism Inc.

Northern Economic and Sector Development

Advances both modern and traditional industries, as well as other sector development opportunities in northern Saskatchewan. Works with other ministries and stakeholders to help identify and advance new or expanded development opportunities for northern businesses.

Results

Work with colleague ministries, industry, and stakeholders to examine employment growth opportunities in key industry sectors.

Tourism

- Working with the Saskatchewan Tourism Education Council to complete delivery of Ready to Work training programs in four northern communities: La Loche, Stony Rapids, La Ronge and Stanley Mission.
- Continue to represent the northern Saskatchewan tourism industry (Northern Saskatchewan Tourism Inc.) on the board of directors of Tourism Saskatchewan.

Commercial Fishing

- Continue to provide financial support and technical assistance to SCFL, representing over 600 fishers and 30 co-operatives, for its operations and to help SCFL advance its plans to establish renewed fish processing and marketing capacity in northern Saskatchewan to strengthen the future of Saskatchewan's commercial fishing industry.

- Supported sector representatives' input into ongoing multi-party Provincial Fisheries Advisory Committee deliberations on updating and improving Saskatchewan's overall fisheries management policies.

Mining

- Co-ordinated industry and Government officials' consultations with Athabasca region leaders regarding development plans and potential employment and business opportunities associated with a proposed future gold mine reactivation near Uranium City.
- Supported industry-led public consultations with local stakeholders regarding proposed expansion plans for the existing Seabee gold mine.

Regional Economic and Land Use Planning

- Continued to co-lead, with Environment, an inter-ministry effort to engage Clearwater-La Loche region communities in an integrated regional economic and land use planning initiative, to prepare the region to effectively respond to new development pressures and opportunities related to strong interest and investment in Saskatchewan's northwest oil sands exploration and potential development. Results for 2008-09 included:
 - The compilation of a demographic profile for the region;
 - Completion of an asset map, highlighting the economic assets of the region as a whole, and its participating communities (La Loche, Garson Lake, Deschambeau Lake, Bear Creek, Black Point and the Clearwater River Dene Nation); and
 - Facilitated development of the Dene Suline Regional Development Association, committed to pursuing economic development and environmental protection priorities.

- Work with Saskatchewan Energy and Resources, Saskatchewan Research Council (SRC), private industry, northern stakeholders, and other ministries to maximize employment and business opportunities associated with the abandoned uranium mines clean-up project, and to support related education/skills development, as required.
- Advised the SRC on best methods to consult and work with Athabasca communities on cleaning up abandoned uranium mine sites, and supported delivery of several SRC public meetings on the project.
- Advised SRC on approaches for securing northern contractors and workers to undertake the clean-up project. SRC has undertaken community meetings to explain the process and has begun to procure northern services to assist in delivery of early stages of the project.

Mineral Surface Lease Agreements

Administers 13 surface leases that cover operating mine sites, as well as those in planning, construction, or decommissioning and reclamation phases. The agreements address socio-economic benefits, environmental protection, and occupational health and safety, as well as project land tenure requirements.

Results

Negotiate and administer northern mineral surface lease agreements with industry to: support northern benefits associated with the development of northern mines; continue effective, efficient and co-ordinated Government support for future development of the northern mineral sector; and reinforce provincial regulatory control in the areas of environmental protection and occupational health and safety of workers. [December 2007 Speech from the Throne]

- Co-ordinated industry/Government representatives' consultations with Athabasca region First Nations and Métis local leaders to fulfill Government's duty to consult concerning potential implications of a proposed gold mine reactivation development on Aboriginal and Treaty rights.

- In liaison with Energy and Resources and Environment, co-ordinated the surrender of the Contact Lake gold mine surface lease to enable the fully decommissioned and reclaimed mine site to be transferred into the long-term institutional control of the Province.
- With Environment, completed a review and assessment of options to streamline the existing surface lease agreement development and approval process, so as to reduce the regulatory burden on mining companies operating in the North.
- Provided feedback to industrial proponents and colleague provincial regulators on two gold mine and one uranium mine project proposals, thereby providing early identification of opportunities for northern benefits.

Northern Saskatchewan Environmental Quality Committee / Northern Mines Monitoring Secretariat and Community Liaison

The Northern Saskatchewan Environmental Quality Committee (NSEQC) provides effective northern community participation in monitoring the uranium industry and influencing decision-making within the industry. The NSEQC also facilitates communications among northerners, industry, and Government. Thirty-one communities (municipal and First Nations) are represented on the NSEQC. The Northern Mines Monitoring Secretariat (NMMS) provides technical support and advice to the NSEQC. Key service delivery partners are the member provincial and federal government ministries and agencies of the NMMS, along with the member communities of the NSEQC.

Results

Support the NSEQC by: co-ordinating and facilitating public consultations on proposed uranium mining developments and project operating approvals; and arranging NSEQC information sessions to increase understanding of the continually-evolving uranium mining requirements.

- Co-ordinated seven site visits: McClean Lake; McArthur River; abandoned legacy uranium mine sites in the Athabasca region; Cigar Lake; Rabbit Lake; Cluff Lake; and Beaverlodge.

- NSEQC representatives participated in two Canadian Nuclear Safety Commission hearings in 2008-09. One hearing in Saskatoon focused on providing input into the relicensing of three active uranium mines, and the proposed licensing of the legacy Gunnar Site that is slated for clean-up. A second hearing in Ottawa dealt with the renewal of license for the former Beaverlodge mine site, and NSEQC representatives participated via video conference.
- NSEQC representatives held two meetings in La Ronge to receive updates on industry activity, and to learn more about the Canadian Environmental Assessment process and the initiatives of the industry-initiated Community Vitality Monitoring Partnership program.
- NSEQC co-chairs attended the 2008 conference of the Canadian Aboriginal Minerals Association, held in Saskatoon.
- Detailed information on NSEQC activities can be found in *NSEQC News* inserts contained in each of five editions of *Opportunity North* published in 2008.

Publish the *NSEQC News* insert in the business periodical, *Opportunity North*, to increase northerners' awareness of the uranium sector's operating requirements, challenges, and future outlook.

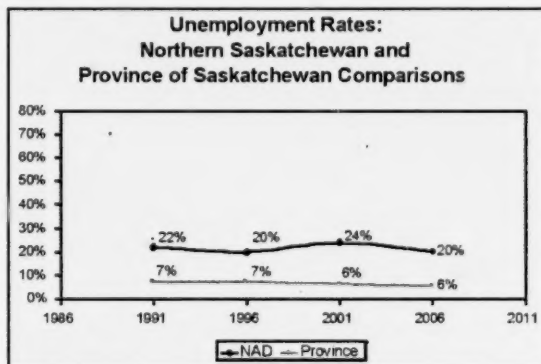
- Continued to publish the *NSEQC News* in *Opportunity North*. The northern periodical is distributed five times per year to all households (approximately 9,500) in the NAD, as well as by subscription to industry and Government interests in Saskatchewan and beyond.

Measurement Results

The labour force participation and unemployment rates have decreased slightly since 2001. There is a disparity between northern Saskatchewan and the province as a whole, with statistics showing lower participation rates, and higher unemployment in the North.



Source: Census in Northern Saskatchewan Regional Training Needs Assessment Report



Source: Census in Northern Saskatchewan Regional Training Needs Assessment Report

FNMR - Northern Affairs Division, works collaboratively with colleague ministries, industry and northern partners to influence this measure by: creating an environment for northerners to participate in economic growth; supporting the development of northern economic sectors; and helping northerners identify and qualify for job opportunities. However, global and national economic trends also influence the results.

The number of jobs (overall, by sector and job classification) in northern Saskatchewan has increased since 2001. More specifically, there

are more jobs in six of nine job classifications as identified below.

Number of jobs/people employed by sector

	Census 2001	Census 2006
Mineral Sector - Mining	>1,600*	1,800*
Forestry Sector (province)	6,000*	No update
Construction and Trades Sector	600	660
Commercial Services Sector	3,045	3,095
Public and Non-Commercial Services Sector	4,400	4,500

Sources: Census 2001; Statistics Canada, 2006 Census of Canada, Publication 97-559-XCB2006024; *Regional Training Needs Assessment Reports.

Note: Mineral Sector - Mining and Forestry Sector (province) are not necessarily results from the Census year.

Employment by job classification

	Census 1996	Census 2001	Census 2006
Management occupations	670	810	755
Business, finance and administration occupations	1,055	1,045	1,110
Natural and applied sciences occupations	305	330	370
Health occupations	295	335	395
Social science, education, and government service	1,275	1,665	1,690
Sales, service, and recreation occupations	2,765	2,580	2,975
Trades, transport and equipment operator occupations	1,815	1,635	1,745
Primary industry (mining, forestry, oil) occupations	1,195	925	865
Processing, manufacturing and utilities occupations	370	445	310

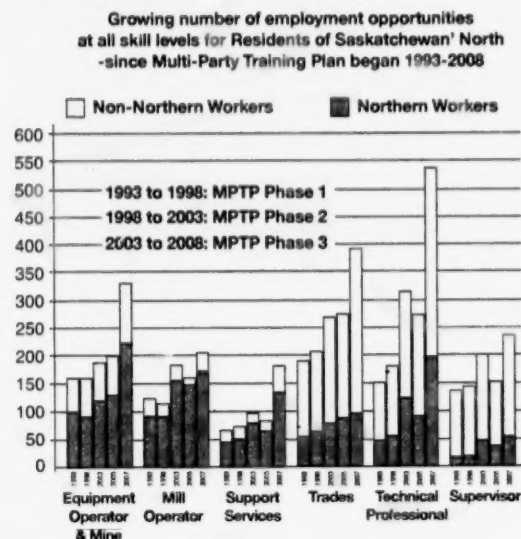
Measuring jobs by sector and job classification makes it possible to gauge where employment growth is taking place. Since these measures, for the most part, can only be updated every five years, the measure monitors long-term trends.

The Ministry influences these employment outcomes through its involvement in the Northern Labour Market Committee, and working with industry, provincial ministries, and northern communities, to help create an environment that supports employment growth.

Global, national, and regional market trends are key drivers influencing these employment outcomes.

Employment by category in the uranium industry

Overall, the number of employment opportunities has increased for all skill categories.



Source: Ministry of Advanced Education, Employment and Labour, La Ronge Yearly averages of company employees and "Residents of Saskatchewan's North" from Quarterly Reports from Mine Companies. May 26, 2009. Company employees only - does not include contractors.

This measure shows the number of northerners and non-northerners who work in the uranium industry for a number of skill categories. This measure helps assess trends within occupational categories and demonstrates the success of the Multi-Party Training Plan (an ongoing co-operative training-to-employment initiative for the mineral sector).

The Ministry influences this measure by working alongside provincial ministries, industry, northern partners, and the Northern Labour Market Committee to help identify jobs, training, and work experience opportunities for northerners. As well, the Ministry indirectly influences this measure through its negotiation of mineral surface lease agreements for northern mining operations.

2008-09 Financial Overview

Results at a Glance – Summary of Financial Results

The 2008-09 actual financial results are reported on for the period April 1, 2008 – March 31, 2009. The budget for the Ministry was \$70.3M. Actual expenses came in at \$86.5M or \$16.2M above the original budget.

The over-expenditure was a result of the following:

An additional \$20.15M in funding was required for the First Nations Trust (FNT) and CDCs as a result of higher audited net casino profits for the 2007-08 fiscal year and increases in 2008-09 revenue forecast. This funding is a flow through from the point of view of the Province's General Revenue Fund (GRF), as these increased payments are directly offset by increased casino profits paid into the GRF by the Saskatchewan Liquor and Gaming Authority. \$19.64M was from supplementary estimates and special warrant and \$0.51M from reallocation within the Ministry.

Part of the above was absorbed by under-spending in Treaty Land Entitlements, the First Nations and Métis Consultation Capacity Fund and staff vacancies.

2008-09 Financial Results

FIRST NATIONS AND MÉTIS RELATIONS FINANCIAL OVERVIEW 2008-09 Schedule of Revenue				
Program Subprogram	2008-09 Estimates \$000s	2008-09 Actuals \$000s	Variances: Over/(Under) \$000s	Notes
Revenue				
Loan Interest Revenue	267	256	(11)	1
Refunds – Previous Years Expenditure	3	38	35	2
Recovery of Loan Losses	-	11	11	3
Casual Revenue	2	1	(1)	
Ministry Revenue Total	272	306	34	

Explanations of Major Revenue Variances:

- 1) Loan portfolio balances were less than estimated.
- 2) Refund of unused portion of grants.
- 3) Payment received on loans classed as doubtful.

**FIRST NATIONS AND MÉTIS RELATIONS
FINANCIAL OVERVIEW
2008-09 Schedule of Expense**

Subvote Subprogram	2007-08 Actuals \$000s	2008-09 Estimates \$000s	2008-09 Actuals \$000s	Variances : Over/(Under) \$000s	Notes
Central Management and Services (FN01)					
Executive Management	1,742	1,262	1,476	214	1
Central Services	1,078	1,153	742	(411)	2
Accommodation Services	438	481	627	146	3
Policy Coordination and Support for Aboriginal Organizations (FN02)					
Policy and Coordination	2,813	2,981	2,949	(32)	4
Support for Aboriginal Organizations and Issues	2,235	1,593	1,530	(63)	
First Nations and Métis Consultation Capacity Fund	1,342	3,000	1,975	(1,025)	
First Nations and Métis Business Development Program	1,169	750	683	(67)	
Policy Planning and Research (prior year only)					
Policy and Planning NA Division	354	-	-		
Regional Planning & Sector Development	386	-	-		
Gaming Agreements (FN03)					
First Nations Gaming Agreements	47,355	48,926	69,081	20,155	5
Métis Development Fund	2,000	2,000	2,000	-	
Treaty Land Entitlements (FN04)					
Treaty Land Entitlements	2,869	4,245	2,847	(1,398)	6
Northern Economic Programs and Policies (FN05)					
Regional and Program Services	5,943	1,200	912	(288)	7
Northern Development Agreement	250	300	50	(250)	8
Northern Development Fund	363	512	319	(193)	9
NDF – Loan Loss Provision	148	400	141	(259)	10
Northern Commercial Fish Subsidy	200	285	260	(25)	
Northern Industry and Resources Development (FN06)					
Northern Economic and Sector Developments		812	625	(187)	11
Northern Mine Monitoring & Community Liaison	108	161	158	(3)	
Northern Saskatchewan Environmental Quality Committee	165	268	151	(117)	12
Amortization (FN07)	7	7	-	(7)	
Expense Sub-Total	70,965	70,336	86,526	16,190	
Supplementary Estimates and Special Warrant Funding	-	19,643	-	(19,643)	13
Statutory Adjustment	-				
Ministry Expense Total	70,965	89,979	86,526	(3,453)	

The above table outlines information on actual and budgeted expenses by sub-vote and subprogram. Variance explanations are provided for all variances that are greater than 5% and \$100K.

Explanations of Major Expenditure Variances:

1. As a result of reorganization and inclusion of Northern Affairs, salary estimates were less than actuals.
2. This was as a result of staff vacancies as well as contractual expenses and facility expenses that were less than anticipated.
3. This was due to the merger of the former Northern Affairs with First Nations and Métis Relations and a change in accounting practices.
4. The numbers of applications for grants were less than anticipated.
5. Additional funding provided to the FNT and CDCs as a result of higher audited net casino profits of the Saskatchewan Indian Gaming Authority (SIGA) and Saskatchewan Gaming Corporation casinos. The actual profits for the 2007-08 fiscal year and forecast profits for 2008-09 were higher than originally estimated.
6. Some Treaty Land Entitlement payments estimated for 2008-09 were accounted for in 2007-08 based on information available at the end of fiscal 2007-08.
7. Due to staff vacancies, some accommodation expenses for the Northern division were paid in Central Management and Services.
8. Demand was less than anticipated.
9. Demand was less than anticipated.
10. Loan delinquency was less than estimated.
11. Due to staff vacancies.
12. Staff vacancies as well as technical services were less than anticipated.
13. The Ministry received Supplementary Estimates in 2008-09 for \$19.643M to provide additional gaming funds that were required as per the formula.

Third-Party Funding

FNMR provided third-party funding for the following purposes in 2008-09:

SUPPORT FOR ABORIGINAL ORGANIZATIONS (\$4.268M)

- First Nations and Métis Consultation Participation Fund: \$1.98M. FNMR provided support to First Nations and Métis Nation groups to enable participation in Government-led consultations on permits, policies and plans that impact their rights and interests.
- First Nations and Métis Business Development Program: \$680K. This program provides financial assistance to support First Nations and Métis business initiatives in growth sectors of the Province's economy. Funding can be used to start-up new businesses or expand existing businesses. The program is designed to create more First Nations and Métis businesses and create jobs for First Nations and Métis people.
- Métis Nation – Saskatchewan (MNS): \$52K. The Government provided funding to support the MNS in the amount of \$671 included in the Consultation Participation Fund above. The MNS is the representative organization for Saskatchewan Métis people in ongoing relations with the Government of Saskatchewan on issues of mutual interest, such as programs and services, the Government's duty to consult with Métis communities, and Métis Aboriginal rights to hunt and fish.
- Aboriginal Employment Development Program: \$681K. Through the AED initiative, the Ministry helps to increase employment and training opportunities through partnerships involving First Nations and Métis organizations, unions and public and private sector employers.
- First Nations and Métis Community Initiative: \$605K. Provides grants to organizations in support of preserving, celebrating and promoting First Nations and Métis history and culture, as well as capacity building for First Nations and Métis organizations.
- Federation of Saskatchewan Indian Nations (FSIN): \$125K. This funding supports the Bilateral Protocol, signed in 2003 with the FSIN that provides a formal process for consultations between the Premier, Cabinet, and senior provincial officials and the Chief, Vice-Chiefs and FSIN officials on issues of mutual interest.
- Aboriginal Urban Management Authorities Program: \$75K. Ensuring equitable outcomes for First Nations and Métis people requires Government to understand the issues and concerns of Aboriginal people. This involves support for First Nations and Métis organizations in their efforts to voice positions and concerns, and share information among ministries, agencies and Crown corporations.
- Women's Initiative: \$70K. Work done by First Nations and Métis women's groups is important to First Nations and Métis people and the social and economic development of the province as a whole. FNMR provides funding to First Nations and Métis women's organizations for policy development and program initiatives.

GAMING AGREEMENTS (\$71.08M)

- First Nations Trust: \$51.47M. Funding was provided to the FNT for the purposes of economic development; social development; justice initiatives; educational development; recreational facilities operation and development; senior and youth programs; cultural development; community infrastructure development and maintenance; health initiatives; governance activities; Treaty protection; and charitable purposes.
- Community Development Corporations: \$17.61M. Funding was provided to the CDCs for the purposes of economic development; social development; justice initiatives; educational development; recreational facilities operation and development; senior and youth programs; cultural development; community infrastructure development and maintenance; health initiatives; governance activities; Treaty protection; and charitable purposes. The CDCs that were funded in 2008-09 were:
 - Bear Claw Community Development Incorporated \$564K
 - BATC Community Development Corporation \$3.16M
 - Northern Lights Community Development Corporation \$8.21M
 - Painted Hand Community Development Corporation \$2.62M
 - Dakota Dunes Community Development Corporation \$2.7K
- Clarence Campeau Development Fund/Métis Society of Saskatchewan: \$2M. In accordance with section 25.5 of the *Saskatchewan Gaming Corporation Act*, the Government of Saskatchewan made payments to the Clarence Campeau Development Fund for the purposes of economic development; the achievement of full Métis representation in the provincial economy; to maximize economic opportunity for Métis people; to facilitate business ventures that lead to further employment; and to contribute to the success of Métis people and communities in Saskatchewan.

TREATY LAND ENTITLEMENTS (\$2.85M)

- TLE is a process whereby the federal and provincial governments are fulfilling commitments to resolve TLE claims with First Nations. The TLE process exists because many First Nations did not receive the full land entitlement that was promised to them in the Treaties. The Government of Saskatchewan has a constitutional obligation to work in partnership with the Government of Canada and First Nations to provide land, as stipulated in the *Natural Resources Transfer Agreement, 1930*.

REGIONAL OPERATIONS AND FINANCIAL PROGRAMS IN THE NORTH (\$628K)

- Northern Development Fund: \$319K for grant program and RDCs. The NDF was established to stimulate and support economic and business development in northern Saskatchewan, and to encourage diversification and job creation. The grant component provides grants for marketing, research and development; organizational development and business skills training; financial support to northern youth entrepreneurs for business skill development; and grants to support northern RDCs.
- Northern Development Agreement: \$50K in grants including to the Northern Development Board Corporation. Agreement to promote and support sustainable economic development for northern Saskatchewan and encourage the full participation of northerners in the Saskatchewan economy. The Agreement, which ended on March 31, 2009, included funding of \$20M over a five-year period, cost shared equally by the Governments of Canada and Saskatchewan.
- Northern Commercial Fish Transportation Subsidy Program: \$260K. Provides financial support for the commercial fishing industry in northern Saskatchewan through two components: a freight subsidy and a price-support mechanism. The freight subsidy helps equalize transportation costs for fishers from different regions throughout the North. The price-support mechanism compensates for reduced market prices or increased operating costs related to the harvest of mullet (suckers).

For More Information

Additional information about FNMR is available on the Ministry's website, viewable on the internet at <http://www.fnmr.gov.sk.ca>.

The website includes both general and more detailed information about the Ministry, its programs and services, and legislation for which the Ministry is responsible.

For further information about First Nations and Métis Relations or to provide feedback about the Ministry's 2008-09 Annual Report and its performance results, please contact us:

Phone: (306) 787-6250

Email: webmaster@fnmr.gov.sk.ca

Mailing Address

First Nations and Métis Relations
2nd Floor, 1855 Victoria Avenue
REGINA SK S4P 3T2

Appendix A – Legislation

The Ministry of First Nations and Métis Relations is responsible for the following legislation:

- *The Indian and Native Affairs Act*
- *The Métis Act*
- *The Saskatchewan Gaming Corporation Act, Parts III and III.1*
- *Northern Affairs Act*
- *Northern Saskatchewan Economic Development Act*
- *The Government Organizations Act*
- *The Saskatchewan Natural Resources Transfer Agreement (Treaty Land Entitlement) Act*
- *The Treaty Land Entitlement Implementation Act*
- Ministry of First Nations and Métis Relations Regulations (under *The Government Organization Act*)
- Northern Economic Development Regulations (under *The Economic and Development Act*)
- Commercial Fishing Production Incentive Regulations (under *The Natural Resources Act*)

Appendix B – Listing of Acronyms

AED	- Aboriginal Employment Development
AUMAP	- Aboriginal Urban Management Authorities Program
CCDF	- Clarence Campeau Development Fund
CDC	- Community Development Corporations
FNMR	- First Nations and Métis Relations
FNT	- First Nations Trust
FSIN	- Federation of Saskatchewan Indian Nations
GFA	- Gaming Framework Agreement
GRF	- General Revenue Fund
MDF	- Métis Development Fund
MLFN	- Meadow Lake First Nations
MNS	- Métis Nation - Saskatchewan
NA	- Northern Affairs
NAD	- Northern Administration District
NDA	- Northern Development Agreement
NDF	- Northern Development Fund
NLMC	- Northern Labour Market Committee
NMMS	- Northern Mines Monitoring Secretariat
NSEQC	- Northern Saskatchewan Environmental Quality Committee
PARWC	- Provincial Aboriginal Representative Workforce Council
RDCs	- Regional Development Corporations
SCFL	- Saskatchewan Co-operative Fisheries Limited
SIGA	- Saskatchewan Indian Gaming Authority
SRC	- Saskatchewan Research Council
TLE	- Treaty Land Entitlement

Appendix C – Organizational Chart

